



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING


RICK SNYDER
GOVERNOR

MICHAEL P. FLANAGAN
STATE SUPERINTENDENT

April 28, 2015

MEMORANDUM

TO: State Board of Education

FROM: Michael P. Flanagan, Chairman 

SUBJECT: Presentation on Michigan's Plan to Ensure Equitable Access to Excellent Educators

The State Plan to Ensure Equitable Access to Excellent Educators is required by the United States Department of Education (USED), consistent with the ESEA, to ensure that "poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers." The Plan is due to USED on June 1, 2015.

The Plan requires states to identify equity gaps in educator access, defined by disproportionality in the rates at which students of color and students from low-income homes are taught by inexperienced (fewer than three full years of teaching), unqualified (lacking appropriate certification), or out-of-field (teaching in an area other than the field in which certification is held) teachers. Examination of the data shows that schools in Michigan with high percentages of economically disadvantaged students and schools with high percentages of nonwhite students have disproportionately high percentages of inexperienced teachers.

The presentation to the State Board of Education will include a discussion of the Plan requirements and process as well as an overview of the data examined and strategies identified to close gaps in access to excellent educators.

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